

Leonardo da Vinci Academy  
The Renaissance of Education

## Leonardo da Vinci Academy Anti-Bullying Policy

Leonardo da Vinci Academy is committed to ensure that all students feel welcome and that they belong to our community.

We aim to ensure that all pupils feel safe and happy in school and are able to learn in a supportive, caring environment without the fear of being bullied. Bullying is an anti-social behaviour; it is unacceptable and must not be tolerated.



## 1. Aims of the policy

- All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when it bullying is reported.
- All pupils, parents and should know what the school policy is on bullying, and what they should do if bullying occurs.
- To deal effectively with bullying.
- To ensure that all members of the school community feel responsible for combating bullying.

## 2. What is bullying?

Bullying is defined as repeated actions, intentionally carried out to causes harm, offence or injury to another person or group. The policy recognises that it is often difficult for those being bullied to defend themselves. Bullying is often motivated by prejudice.

It is bullying if it is done Several Times On Purpose (STOP)

### Social & Emotional

Any actions that impact on the social and emotional wellbeing of another person.

Deliberately causing harm or offence to another person or group of people by using unkind language, teasing, name calling, taunting and making negative personal comments.

- Excluding individuals from conversations, activities or groups,
- Ridiculing or causing humiliation – either face to face, through spreading rumours or inappropriate use of technology.
- Tormenting others by taking their possessions, hiding books, threatening gestures, using social media to provoke a reaction.

### Physical

Any form of actual physical violence or threat of violence including intimidation, for example:

- Hitting including any variation of kicking, slapping, punching, pushing or using an object to have the same effect.
- Spitting
- Demanding money or belongings
- Theft of property or possessions.
- Intentionally causing damage to property or possessions

### Verbal

- Name calling, teasing or making offensive remarks.
- Tormenting another person

### Harmful sexual behaviour

**This includes any unwanted physically contact or sexually abusive comments for example:**

- Using sexually explicit words and phrases
- Inappropriate touching
- Using sexual threats or violence
- Forced or exploitative sexual activity
- Sexual harassment



## Online bullying & the inappropriate use of social media

More commonly known as 'cyber bullying' – which is the misuse of technologies or communications to cause harm, injury or offense. For example:

- Mobile threats by text messaging and calls.
- Misuse of associated technology i.e. cameras and video facilities, games consoles.
- Students who engage in 'group chats' which are created to target an individual with the intention of being unkind or to cause offence.
- Sharing of inappropriate material online – including material that is racist, homophobic, sexist, includes extremist content or discriminatory language against people with special needs and disabilities.
- Sharing inappropriate material of a sexual content (including sexting).
- Deliberate attempts to contact staff via social media or use their online profile to harass, intimidate, make threats or cause offence to any member of staff and / or adult.
- Using social media to humiliate, harass, intimidate, make threats or cause offence or anxiety to another student.

## Prejudice based bullying

Prejudice-based bullying (also known as Identity-based bullying) refers to any form of bullying related to the characteristics considered unique to a child's identity. These forms of bullying are not only targeted at an individual, but reflect negative attitudes towards a wider sub-community or group to whom that individual identifies with.

Prejudice-based bullying can be separated in to 9 characteristics unique to a child's identity, these are:

- **Race or ethnicity:** bullying directed towards an individual which relates to their skin colour, ethnicity, or national identity. Includes racial taunts, graffiti or gestures.
- **Gender:** bullying based around sexist attitudes or sexually inappropriate behaviours, intended to either demean or humiliate an individual because of their sex.
- **Homophobic, biphobic and transphobic:** bullying because of or focusing on the issue of sexuality or gender identity.
- **Religion or belief:** bullying motivated by prejudice against an individual's perceived or actual religious or spiritual beliefs and practices
- **Learning disability/difficulty:** Bullying of children who have an impairment which affects the way they learn, understand, socialise and communicate (i.e. speech and language difficulties).
  - **Disability:** Bullying of children who have a physical or mental impairment. For example, mobility, visual or hearing impairments, epilepsy, diabetes or a progressive condition such as multiple sclerosis.
- **Asylum seekers and refugees:** because of or focusing on being from refugee and asylum seeking backgrounds.
- **Gypsy, Roma and Traveller:** because of or focusing on being a member of a travelling community.

## 1. What is not bullying?

### One-off incidents

Bullying is persistent and repetitive, and generally fits a pattern of behaviour.

However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.

### Mutual conflict

A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power. Falling out with friends is not bullying.

## 4. Guidance for parents and Carers

We are committed to developing a culture of inclusion, tolerance and respect in order to encourage mutually supportive students at Leonardo da Vinci Academy

**ALL** bullying is unacceptable, regardless of who bullies, how it is delivered or what reasons are given to justify it.

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the emotional wellbeing and mental health of those affected by it, including those who witness this abuse.

We realise that people who are bullied do not always show their hurt and speak about it. If you know someone is being bullied you must tell a teacher or leave a note in the Bully Box.

### Possible signs and symptoms that someone may be experiencing bullying:

Changes in routines or behaviours	Changes in mood or personality
<ul style="list-style-type: none"><li>• Is frightened of walking to or from school.</li><li>• Doesn't want to go on the school/public bus.</li><li>• Begs to be driven to school.</li><li>• Changes their usual routine.</li><li>• Is unwilling to go to school (school phobic).</li><li>• Begins to truant.</li></ul>	<ul style="list-style-type: none"><li>• Becomes withdrawn, anxious, or lacking in confidence</li><li>• Attempts or threatens suicide or runs away.</li><li>• Cries themselves to sleep at night or has nightmares.</li><li>• Feels ill in the mornings. " Begins to do poorly in school work.</li><li>• Becomes aggressive, disruptive or unreasonable.</li><li>• Is bullying other children or siblings.</li><li>• Is frightened to say what's wrong.</li><li>• Is afraid to use the internet or mobile phone.</li><li>• Is nervous or jumpy when using their phone or electronic device</li></ul>
Physical Signs	
<ul style="list-style-type: none"><li>• Comes home with clothes torn or books damaged.</li><li>• Has possessions which are damaged or 'go missing'.</li><li>• Has unexplained cuts or bruises</li><li>• Has dinner or other monies continually 'lost'.</li><li>• Comes home starving (money/lunch has been stolen).</li><li>• Stops eating.</li><li>• Asks for money or starts stealing money (to pay bully)</li><li>• Gives improbable excuses for any of the above.</li></ul>	



These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

If you suspect your child is being bullied, please report your concern to the Principal immediately so that we can investigate.

**It is important that you advise your child not to fight back, it can make it worse. Parents/carers must help us ensure we have a culture of tolerance and respect at school by promoting this at home.**

Bullying directly impacts on emotional wellbeing of students and we will ensure that any reports of bullying are dealt with in accordance of the schools anti bullying policy.

## 5. Anti-Bullying Ethos

Leonardo da Vinci Academy aims to tackle bullying through creating an ethos and culture of respect, kindness and acceptance of difference.


### **The Academy will do this by:**

- Our home – school agreement and code of conduct involves students, parents, carers and teachers in setting out what we expect of each other as a caring community.
- All students have PSHE lessons which cover bullying and how to deal with it during each school year.
- We shall keep students aware of the issue of bullying through assemblies, tutor time and in lessons whenever it is appropriate.
- Taking part in anti-bullying week.
- Staff to follow the equality policy; welcoming every child to our school.
- Staff will challenge inappropriate and unpleasant comments.
- Reports of bullying will be investigated by the school swiftly.

### **Students are expected to:**

- Report bullying either towards you or when you see it happening to others. Not reporting a bullying incident allows the bully to continue with their bullying behaviour.
- Never stand by and watch bullying take place whether it is face to face or online. Do not be a bystander.
- Walk away from situations that make you feel uncomfortable and talk to an adult as soon as you can.
- Support staff when they investigate incidents by completing an Incident Report form, honestly and quickly, when asked to do so.
- Avoid situations on social media where bullying can take place and will try to persuade friends to do the same.
- Avoid using social media or text messaging when it is used with the intention of causing offence, harm or injury to another person. You must report any incidents in school immediately.
- Follow the Academy school rules.

### **Parents and carers are asked to:**

- Work with Academy staff and make us aware of any issues as soon as they arise.
  - Monitor students social media activity to ensure they are safe online and are not being bullied or using social media inappropriately
  - Allow staff the opportunity to investigate incidents first and not take matters into their own hands.
  - Follow the school's complaints procedure if they are unhappy with the outcome of an investigation.
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## 6. Anti-Bullying Procedures

### Reporting Bullying - Students

We want everybody to feel confident to report bullying whenever and where ever it happens.

Students can report any incidents of bullying to any member of staff at Leonardo da Vinci Academy who will take the appropriate action.

**If you are a victim of bullying or have seen someone being bullied you can report it in the following ways;**

- **Tutors** – Each student has a Tutor who is students can speak to them when staff are not teaching.
- **Any member of the staff team.**
- **Safeguarding Leads** – Mr Justin Kilcullen-Nichols, and Mrs. Jarka Toutonghi are available to speak to students who are experiencing any personal issues at home and at school. They can be contacted personally, or through [safeguarding@lvacademy.cz](mailto:safeguarding@lvacademy.cz)

### Reporting bullying – Staff

Members of staff should produce a report of any incidents of bullying and send them to the Principal via [principal@lvacademy.cz](mailto:principal@lvacademy.cz)

All staff have a responsibility to challenge any unacceptable behaviour including any behaviour that could be defined as 'bullying' as set out in the policy.

### Reporting bullying – Parents & Carers

Parents and carers who have concerns should contact the student's tutor or the Principal.

### Anti-Bullying Process

#### Step 1

Incident has been reported to the Principal by student, staff or parent/carer. The incident is investigated, evidence gathered and statements are taken.

*If bullying is suspected an investigation will take place and we will talk to the suspected victim, the suspected bully and any witnesses.*

#### Step 2

The Principal and DSL examines all the evidence and decides if the incident should be treated as a one off incident, a mutual conflict or evidence of bullying (referring to the definition provided in this policy)

*If the incident is a one off or mutual conflict the stage leader will follow the schools behaviour policy and take appropriate action.*

#### Step 3

If the incident has been recorded as bullying then following actions will take place:

Parents/carers of all involved will be informed that the incident is being dealt with as 'Bullying'. This will be formally recorded.

Consequences will be issued by the Principal in line with the school's behaviour policy. The consequence will be based upon the seriousness of the incident and the level of harm caused to the victim.



## Repeated Reports

If the same 'perpetrator' is reported to carry out other acts of bullying towards the same or different students, the school will take further action.

Students who are known to be intentionally causing harm, injury or offence to students at Leonardo da Vinci Academy may be asked to move school.

Actions of the senior leadership will include:

A possible formal meeting with parents to review the evidence against the student.

Possible change of student's teaching groups

Seclusion during social times of the day

Support plan to monitor students' behaviour.

## Support

Leonardo da Vinci Academy will aim to ensure that support is in place for the victims of bullying and that they are supported with their emotional wellbeing and to promote positive wellbeing and the building of resilience.

Whilst we will discipline those that bully others, we will also work with them to offer to help them to change their behaviour, through the use of a psychologist.

## 7. Support for staff

Bullying or harassment of staff should be reported to the Principal.

## 8. Complaints Procedure

Parents / carers are supported to refer to the complaints procedure in regards to any issues with the school. Parent/ carers should make a formal complaint in writing using the Leonardo da Vinci Academy complaint procedures.

*Approved* *N. Kordian*  
*Founder 1/9/2021*